

**2013 CITY OF SAN JOSE – AMSP/CAMP NEGOTIATIONS  
TENTATIVE AGREEMENT**

**UNION PROPOSAL #6 – TEMPORARY MODIFIED DUTY**


Proposed Language:

**ARTICLE (X) TEMPORARY MODIFIED DUTY**

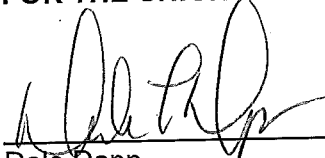
- (X). 1 The City and the Union recognize that, employees may be temporarily unable to perform their full range of duties required of their position due to a work-related injury or illness. In order to provide gainful employment to these individuals and to maximize productivity, the City may create temporary modified job duties.
- (X).2 The City has the exclusive right to determine whether or not to create or eliminate temporary modified job duties and to assign eligible employees to fill such jobs.
- (X).2.1 The City shall not discriminate in assigning temporary modified job duties.
- (X).2.2 Employees assigned to temporary modified duties shall continue to accrue class seniority and other benefits based on hours worked.
- (X).3 Employees assigned to temporary modified job duties shall be returned to their regular jobs at such time as they are medically certified as capable of performing the full range of duties of said job.
- (X).4 If temporary modified job duties cannot be accommodated by the employee's department, the City will attempt to find temporary modified job duties elsewhere in the City. Departmental seniority will not be affected.
- (X).5 This Article (Article (X)) is not subject to the grievance procedure.

*\* This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

**FOR THE CITY:**


 4-19-13  
\_\_\_\_\_  
Alex Gurza Date  
Deputy City Manager

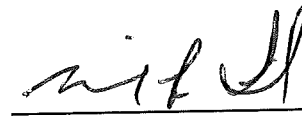
**FOR THE UNIONS:**

 4/19/2013  
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Dale Dapp Date  
President  
AMSP, IFPTE, Local 21

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TENTATIVE AGREEMENT

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Date 4/19/13  
Aaron Wiley  
CAMP, IFPTE, Local 21

  
Date 4/19/13  
Mike Seville  
Business Agent  
IFPTE, Local 21